GOVERNMENT OF ANDHRA PRADESH

**ABSTRACT**

Labour Employment & Training and Factories Department-Socio - Economic Protection to unorganized workers – Reducing vulnerability conditions to debt and bondage- Application of provisions of Employee's Provident Fund and Miscellaneous Provisions Act, 1952- Inclusion of certain conditions in Notice Inviting Tender(NIT) contractual agreements for executing construction projects and others- Orders – issued- Reg.

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**LABOUR EMPLOYMENT TRAINING AND FACTORIES (LAB.I) DEPARTMENT**

G.O.RT.No. 557 Dated: 10-11-2015

Read the following

1) Letter.No.S.35025/2/2014- SS.II of the Under Secretary to the Government of India, Ministry of Labour and Employment, dated:15.07.2015.
2) From the Commissioner of Labour, Andhra Pradesh, Hyderabad Letter No.M1/2872/2015, Dated: 27-08-2015

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**ORDER:**

In the reference 1st read above, the Under Secretary to the Government of India has informed that the Employee's Provident Fund and Miscellaneous Provisions Act, 1952 is applicable to all establishments engaged in Building and Construction Industry. He has expressed concern that in spite of legal provisions, the construction workers are not being covered under Welfare Acts which resulted in depriving them of Minimum Social Security Benefits. Owing to this, the workers are prone to vulnerable conditions to debt and bondage. Further, it is felt that though the Governments are paying bills including the cost of Social Security Benefits to construction workers, the employers/ contractors are not transmitting the statutory contributions in worker's accounts and also failing to deposit the same in Provident Fund Organization.

2. Government after careful examination hereby direct all the Secretariat Departments, Heads of Departments, and District Administration, to invariably include the following conditions in NIT (Notice Inviting Tenders) / Contractual Agreements of Construction Projects and other works so that the Social Security Benefits will reach the workers.

(a) While awarding various contracts, it should be ensured that the contractors shall have Provident Fund Code Number and also a condition be included in the NIT (Notice Inviting Tenders) that any sub contractor engaged should also have Provident Fund Code.

(b) The contract conditions should stipulate that all the workers deployed by contractors or sub- contractors are enrolled as members of Provident Fund and should be given the Universal Account Number (UAN)

(c) While clearing the bills of such contractor, certificate be obtained that all workers employed directly or indirectly by him are registered for Employee's Provident Fund and the due contributions have been credited into their account.

P.T.O.

3. The above conditions shall be followed scrupulously and without any deviations.

**(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)**

**I.V.R.KRISHNA RAO**
**CHIEF SECRETARY TO GOVERNMENT**

**To**

1. All the Departments of Secretariat
2. All the Head of the Departments
3. The Director of Treasury & Accounts, Andhra Pradesh
4. The Accountant General, Andhra Pradesh, Hyderabad.
5. The Deputy Pay & Accounts Office, Secretariat Branch, Hyderabad.
6. All the District Collectors.
7. All the Deputy Directors/ District Treasury Office in the State.

**Copy to:**

The Under Secretary to the Govt. of India, Ministry of Labour & Employment, Shrama Shakti Bhavan, Rafi Marg, New Delhi- 110001 for information.

//FORWARDED :: BY ORDER//

SECTION OFFICER